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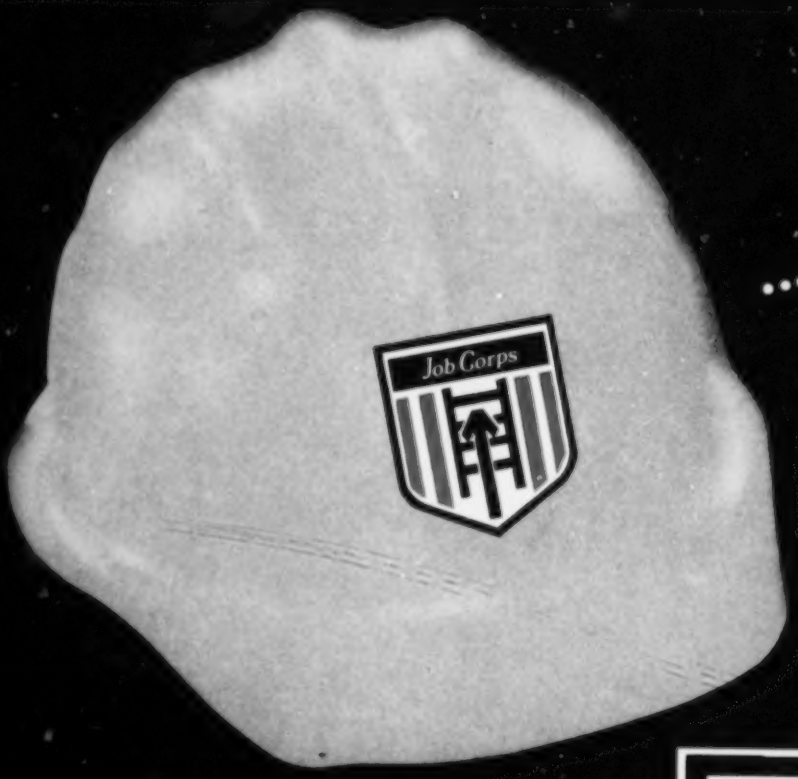

... can make the difference

U.S. DEPARTMENT OF THE INTERIOR

SEP 18 1989

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United States Department of the Interior

OFFICE OF THE SECRETARY
WASHINGTON, D.C. 20240

MESSAGE FROM THE DIRECTOR:

The true story of Job Corps Civilian Conservation Centers (JCCCC) is long overdue. Job Corps Civilian Conservation Centers provide young adults with the opportunity for educational and vocational training. In past years, we referred to these experiences in our slogan of work, learn and earn.

Our education programs are geared to help individuals gain basic reading and math skills as well as obtain their GED or take advantage of training courses beyond the high school level. Pupils work at their own pace and education level. Our vocational programs are designed to provide corpsmembers with the training and experience necessary to learn a trade. Our work programs equip students with good work attitudes and habits.

Our teachers, counselors, trade instructors, administrative staff, etc., are eager to work with each student to help him/her get the most from the program to help corpsmembers help themselves. They are dedicated to the philosophy that all students, irrespective of race, color, creed, sex or national origin, deserves another opportunity to reach their full potential.

Civilian Conservation corpsmembers graduate with the satisfaction of knowing that they have obtained a vocation, an education and marketable skills. Even more satisfying is the knowledge that they did it themselves.

I hope after reading this brochure you will have a better understanding of, and an appreciation for, the Job Corps Civilian Conservation Center program. Civilian Conservation Centers provide what you need to be successful. I hope you will take advantage of its services.

Sincerely,

John L. Fulbright, Jr.
Director
Office of Youth Programs

THE FACTS ABOUT JOB CORPS

The Job Corps Program was designed in the early 1960's, and the first centers opened their doors in 1965. Today it is one of the most respected and successful youth employment and training programs operated by the Federal Government. More than 90 percent of the half a million young men and women who have participated in Job Corps since 1965 have gone on to better things, such as jobs, college, the armed services and union apprenticeships.

The designers of Job Corps knew that in order to break the cycle of poverty and despair that seemed to be the destiny of poor and minority youth the whole person must be reshaped and redirected. And they were aware that for many disadvantaged young people learning a vocational skill would not be enough to secure a happy and productive future. This is why Job Corps provides the Corpsmember with more than vocational skill training. The Corpsmember also receives "hands-on" work experience, educational training, personal and career counseling and health care services. Job Corps also provides young men and women with a chance. A chance to learn; a chance to meet new people and make new friends; and a chance to become responsible and respected members of society.

The U.S. Department of the Interior operates 12 Job Corps Civilian Conservation Centers that are located on or near national parklands and wildlife reserves. The Conservation Centers, because of their locations, offer Corpsmembers an environment that is far removed from negative influences. This gives a young person an opportunity to get off the "road to nowhere" and get on the "road to success."

Through the Occupational Exploration Program, the Corpsmember has a chance to participate briefly in the training activities of each trade before making a final decision about which trade area to pursue.

Vocational Skill Training that Leads to Employment

The skill training at the Job Corps Civilian Conservation Centers is primarily in the construction trades. There are sixteen (16) trade areas, nine are union trades and the others are non-union trades. Each Civilian Conservation Center has a different mix of vocational offerings.

Union Trades
- Carpentry
- Cement Masonry
- Brick Masonry
- Painting
- Heavy Equipment Operation
- Heavy Equipment Repair
- Plastering
- Pointing, Caulking and Cleaning
- Tile Setting/Floor Covering

Non-Union Trades
- Culinary Arts
- Clerical
- Welding
- Automotive Trades
- Stock Clerk
- Building Maintenance
- Grounds Maintenance

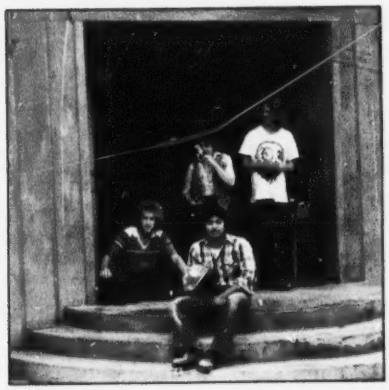
The positive features of the Vocational Program are:

- The vocational instructors have years of practical experience in their trade areas. And the instructors for the union trades are journeymen.
- The vocational instructors have contacts with employers in various parts of the United States. Through these contacts they are able to help Corpsmembers find jobs. Also, because they are constantly in touch with

employers, they know what skills employers are seeking. And they tailor the instruction so that Corpsmembers have the skills that will get them jobs.

- In addition to shop and classroom instruction, Corpsmembers work on projects on the center, in nearby communities, and on Interior lands that are close to the center.
- When Corpsmembers complete their initial training requirements, they can receive advanced vocational training at facilities off-center and still receive all the benefits of Job Corps participation.

In 1981 over 90 percent of the Corpsmembers who graduated obtained employment, joined the military or entered college. This is why it is said that "Job Corps provides training that leads to employment."



Education for Living

The Education Program at the Job Corps Civilian Conservation Centers allows for the individual needs and abilities of the Corpsmember. Many of the young people who come to Job Corps have not done well in school; not because they couldn't, but because the system was not able to meet their particular needs. The educational services at the CCCs are designed so that trainees can perform to the best of their ability. And the only person that a Corpsmember competes with is himself-/herself.

Because it is known that it is very difficult for a young person to get a job without a high school diploma, every effort is made to advance the trainee to the level where he/she is able to meet the requirements for the General Educational Development (GED) certificate. Having a GED also makes it possible for a Corpsmember to go to college, enter the armed services, or enroll in an apprenticeship program. Each year more than 700 Civilian Conservation Center trainees earn a GED certificate.

To meet the needs of those Corpsmembers with a language barrier, English as a second language is a part of the program at several centers.

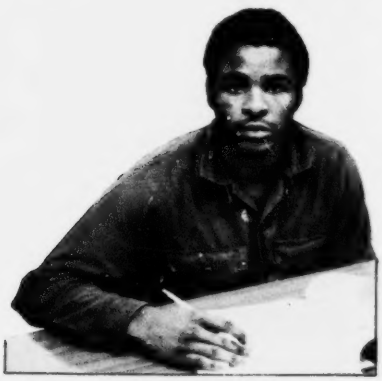
Although the Educational Program at the CCCs differs from that in regular schools, it is no less demanding or effective. Currently, 5 Centers have accredited programs. It is anticipated that all of the CCCs will have accredited programs in the next few years.

In addition to academic instruction, Corpsmembers have classes in:

- Driver's Education
- Physical Education
- World of Work
- Health Education

Some CCCs have special classes in which Corpsmembers learn about personal relationships and appreciating and understanding people of different backgrounds and cultures.

Through the Job Corps Advanced Career Training (ACT) Program, a large number of CCC trainees are pursuing degrees at numerous community and junior colleges and vocational institutions. For a youngster who at one time thought that completing high school was an unattainable goal, working towards a college degree or an advanced certificate has a very special meaning.



A Residential Program With a Purpose

Center life activities have been designed for the express purpose of promoting the development and improvement of the Corpsmember's social and personal skills. Often a Corpsmember's negative self-concept is a major barrier to being successful in a job and in life. The residential program, along with the vocational and educational programs, help to improve the Corpsmember's awareness of his/her potential as a worker and as a human being.

Corpsmembers live in a dormitory that houses approximately 60 youths. Each dorm has a lounge with a TV, reading material, and games.

Dorm members function as members of a club. They view the dormitory as their home and they work as a team keeping it clean and attractive. Dorm members meet every day after school and work to discuss problems and plan activities. Corpsmembers who are able to motivate and organize others become dormitory leaders.

Every month one dorm is selected as "Dorm of the Month" on the basis of the performance of its residents. Residents of the winning dorm are recognized at an awards ceremony. This activity, as well as others such as talent shows, sports competitions and community service activities, help the Corpsmembers to feel better about themselves.

To ensure the smooth operation of the centers and to make the environment more like a real life situation,

there are rules and regulations that govern the various aspects of center life. As is obvious, it is sometimes difficult for a new Corpsmember to accept and adapt to a situation where there are a lot of new rules. All of the staff, as well as Corpsmembers, help during the adjustment period. However, over the course of time, most Corpsmembers come to respect the rules and regulations. They understand their purpose and they realize that throughout their lives there will be laws, policies and guidelines that they must follow.

Some other outstanding aspects of the Residential Program are:

• **Corpsmember Council**—This is an association that is like a public school's student government association. Members are elected by the Corpsmember population. The Council serves as a vehicle through which Corpsmembers can communicate problems and ideas to center staff. This allows the Corpsmembers to feel like a valuable part of the decision making process. And it also provides the chance for Corpsmembers to learn that there are legitimate ways to solve problems. Additionally, Council members obtain skills that will help them in their career pursuits and in their personal undertakings. Many centers have instituted a formalized Leadership Training Program to help Council members do a better job.

• **Counseling Program**—At each CCC there are staff persons trained as professional counselors who provide group and individual counseling services to Corpsmembers. Counselors assist in the job placement effort as well, using contacts that they have established over the years.

• **Health Care Services**—To ensure that health-related problems do not interfere with the progress of the Corpsmembers, during the first three weeks at the center, he/she undergoes a complete physical examination. At each center there is a well-equipped health care facility. When necessary, community health care resources are used.

• **Recreational Facilities and Activities**—The centers have gymnasiums, sports fields, and game rooms. Also, the centers sponsor sports teams and trips to cultural, social and recreational activities off-center.

Job Corps Civilian Conservation Centers and the Community: A Two-way Street

There is extensive interaction between the Conservation Centers and the communities that surround them. The interaction takes several different forms. The major point of contact is through the projects that are conducted by the Corpsmembers as part of their vocational training. Since 1965 over 1,000 community projects have been completed by CCC trainees. For fiscal year 1980 the appraised value of community projects was $1.3 million and the direct cost was $222,000.

Projects develop through a standard procedure. A local government or a non-profit agency within the community submits a project proposal to the

center. The administrative and vocational staff evaluate the proposal relative to cost, and suitability as a training activity. The sponsoring agency usually assumes the cost for materials and supplies while the center provides the labor. The projects are designed so that trainees do not take jobs away from local workers.

The projects that have been completed are quite varied. They range from activities as complex as the complete construction of all brick facilities to the simpler task of painting park benches. Many community structures such as senior citizen centers, public schools, sports fields, swimming pools, animal shelters, additions to hospitals, and municipal halls have been built from the ground up, remodeled or refurbished by CCC Corpsmembers.

The community, the CCC trainees, and Job Corps Program all benefit from community projects. The obvious benefit to the community is that it gets a new or remodeled facility. Often, without the involvement of the CCC, the facility could not have been built or improved. For the trainees, the advantage is that they have an opportunity to provide a service, to improve their skills and to interact with community residents. But, most importantly, through this activity their self-concept is enhanced. This is because, for perhaps the first time in their lives, they have some tangible proof of their ability. The Program benefits in that the community can observe directly the positive use of their tax dollars. And this creates support for Job Corps at the grass roots level.

In addition to community projects, the Corpsmember and the community interact in other ways.

- Community residents attend special events at the CCCs such as talent shows, award ceremonies, sports activities and picnics.
- Community residents use the recreational facilities at the centers.
- Corpsmembers participate in local fund-raising activities.
- Corpsmembers help nearby communities when natural disasters or emergency situations occur.
- Corpsmembers sometime participate on local sports teams and center teams often play against local teams.

T-1: A Special Project on the Banks of the Anacostia River

Every day hundreds of people travel the Southeast-Southwest Freeway going to and from southeast Washington, D.C. But very few are aware that the cluster of buildings just a couple of feet away is the site of one of the most innovative and massive vocational projects undertaken by the Interior Job Corps Program. It is called the "T-1 Project."

The T-1 Project entails the complete renovation, by Corpsmembers, of a facility that was formerly used by the U.S. Navy. It is being developed into a facility that upon completion will have an appraised value of $10 million. This structure will house several field units

of the United States Park Police, including training, criminal investigation, the Anacostia substation and others. The Project began its 5th year of operation in October 1981.

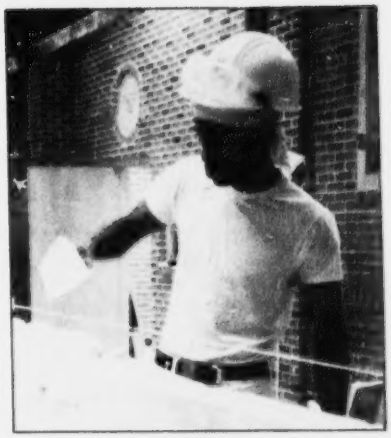
This arrangement between the Job Corps Program and the National Park Service has yielded a savings of $1 million for the American taxpayer. If a private contractor had been hired it would have cost over $5 million. By using CCC trainees the cost will be under $4 million.

The Corpsmembers selected by CCC union coordinators to participate in this Project are those that excel in their trade areas, but are in need of more advanced training and practical work experience. The 30 young men at T-1 are trainees in the union trades of: Carpentry, Plastering, Painting, and Brick Masonry. The average length of stay in the Project is 8-10 weeks. And, 95 percent of the trainees involved in the Project receive training-related employment in various parts of the country earning above $5.00 an hour.

This experience not only provides the trainees with an opportunity to improve their level of proficiency in their trade, they also have the chance to live in a semi-independent environment. Although the trainees live in a dormitory that is close to the worksite and eat their meals at a nearby military installation, they are not subject to stringent rules and regulations. T-1 trainees have almost complete freedom concerning how they spend their off-work hours. This gives them the chance to find out first hand that there is indeed a relationship between ones personal/social life and ones work life. For example, they can see that staying up until the wee hours of the morning seriously impacts their performance on the job the next day.

T-1 provides a unique opportunity for CCC Corpsmembers, for it is the only project of its kind in the CCC structure.

The operation of T-1 Project is the responsibility of the Harpers Ferry Job Corps Civilian Conservation Center.



THE JOB CORPS CENTERS ARE:

Bureau of Reclamation

Collbran Job Corps Civilian Conservation Center
Route 1, P.O. Box 307
Collbran, Colorado 81624
Trades: Union—Brick Masonry, Carpentry, Cement Masonry, Painting, Heavy Equipment Operation and Heavy Equipment Repair. Non-Union—Building Maintenance, Food Preparation and Service, Custodial Maintenance, Warehousing/Stock Clerk and Welding. Capacity: 200 men.

Columbia Basin Job Corps Civilian Conservation Center
Bldg. 2402-24th Street
Moses Lake, WA 98952
Trades: Union-Bricklaying/Stone Masonry, Carpentry, Cement Masonry, Painting, Plastering and Tile Setting. Non-Union—Building, Grounds & Electrical Maintenance, Cooking, Welding and Baking. Capacity: 225 men and women.

Marsing Job Corps Civilian Conservation Center
Route 1
Marsing, ID 93639
Trades: Union—Brick Masonry, Carpentry, Cement Finishing and Painting. Non-Union—Building Maintenance, Cooking, Welding, General Construction and Auto Mechanics. Capacity: 200 men.

Weber Basin Job Corps Civilian Conservation Center
RFD 4
Odgen, UT 84403
Trades: Union—Brick Masonry, Carpentry, Cement Finishing, Painting and Heavy Equipment Operation. Non-Union—Building & Grounds Maintenance, Warehousing, Electrical/Building Maintenance, Welding, Cooking, Baking and Office Skills. Capacity: 224 men and women.

National Park Service

Gateway Job Corps Civilian Conservation Center
Gateway National Recreation Area
Floyd Bennet Field, Bldg. #74
Brooklyn, NY 11234
Trades: Union—Brick Masonry, Carpentry, Cement Masonry, Painting, Plastering and Pointing, Caulking and Cleaning, and non-union training programs. Capacity: 200 men and women.

Great Onyx Job Corps Civilian Conservation Center
Mammoth Cave National Park
Mammoth Cave, KY 42259
Trades: Union—Brick Masonry, Carpentry, and Painting. Non-Union—Building & Maintenance, Cooking, Auto Mechanics and Brick Masonry. Capacity: 110 men.

Harpers Ferry Job Corps Civilian Conservation Center
P.O. Box 237
Harpers Ferry, W. VA 23525
Trades: Union—Bricklaying/Stone Masonry, Carpentry, Cement Masonry, Painting and Plastering. Non-Union—Building Maintenance, Cooking and Welding. Capacity: 225 men.

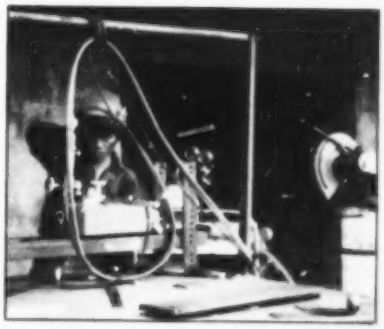
Oconaluftee Job Corps Civilian Conservation Center
Great Smoky National Park
P.O. Box 306
Cherokee, NC 28719
Trades: Union—Brick Masonry, Carpentry, Cement Finishing, Painting and Plastering. Non-Union—Building Maintenance, Cooking, Welding and Auto Mechanics. Capacity: 225 men.

Fish and Wildlife Service

Iroquois Job Corps Civilian Conservation Center
Route 1
Medina, NY 14104
Trades: Union—Bricklaying/Stone Masonry, Carpentry, Cement Finishing, Painting and Plastering. Non-Union—Building Maintenance, Food Preparation and Service, Welding, Auto Mechanics, Landscaping, and Office Skills. Capacity: 224 men and women.

Mingo Job Corps Civilian Conservation Center
Route 2
Puxico, MI 63960
Trades: Union—Brick Masonry, Carpentry, Cement Finishing and Painting. Non-Union—Building Maintenance, Cooking, Welding, Auto Repair, and Clerical. Capacity: 224 men and women.

Treasure Lake Job Corps Civilian Conservation Center
Route 2, Box 30
Indiahoma, Oklahoma 73522
Trades: Union—Brick Masonry, Carpentry, Cement Finishing, Painting and Plastering. Non-Union—Building Maintenance, Cooking, Welding, Auto Mechanics, Plumbing, Electrician and Heating/Air Conditioning. Capacity: 224 men.



Office of Youth Programs

Fort Simcoe Job Corps Civilian Conservation Center
Route 1, P.O. Box 137
White Swan, WA 98952
Trades: Union—Brick Masonry, Carpentry, Cement Finishing, Painting, Plastering, Heavy Equipment Operation and Heavy Equipment Repair. Non-Union—Building Maintenance, Cooking, Welding, Auto Repair, Stock Clerk and Truck Driving. Capacity: 224 men.

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